

494-AA Master of Human Resource Management

Year and Campus:	2009
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Level:	Graduate/Postgraduate
Duration & Credit Points:	
Contact:	Melbourne Graduate School of Management http://ecom-unimelb.custhelp.com (http://ecom-unimelb.custhelp.com/)
Course Overview:	This program aims to assist students to develop a range of conceptual and practical skills, which will equip them to work in human resource management and related fields. The program emphasises the ways in which conceptual and theoretical skills can be utilised to solve practical problems in managing people at work.
Objectives:	<p>1. Learning Goal</p> <p>Graduates of this degree will be: Able to align people management strategies with business objectives and the external environment.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # describe, explain and apply the fundamental principles of strategic human resource management # identify the various sources of sustained competitive advantage of human capital in managing people # evaluate the impact of political, economic, social, cultural and environmental factors on managing and developing human resources. <p>2. Learning goal</p> <p>Graduates of this degree will be: Capable identifying and responding to stakeholders' demands and of managing organisational relationships.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # identify the need for stakeholders' involvement in human resource implementation # apply the knowledge and skills for managing stakeholders in variety of organizational contexts # understand and moderate the impact of social capital and social networks in relation to the need for human resource to build effective relationships with individuals and groups within and outside the organisation. <p>3. Learning Goal</p> <p>Graduates of this degree will be: Effective decision makers in building organisational capability through high performing people.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # plan, analyse and evaluate the effectiveness of related human resource policies of talent identification, recruitment, development, rewards, retention, and promotion # measure and evaluate the systems that distinguish high-performing from low-performing individuals # establish clear performance standards and analyse the result in order to improve the established standards

- # develop the core people competencies required for organisations to meet their business goals and to facilitate people to develop those competencies.

4. Learning Goal

Graduates of this degree will be: Critical thinkers in the field of human resource management and adept in developing solutions to problems.

Learning objectives to achieve this goal

On successful completion of this degree students will be able to:

- # explain and critically analyse factors that influence senior management decision making
- # make critical, sound and independent judgements for supporting organisational direction with political, economic and cultural sensitivities
- # apply knowledge of theory to analyse case-based and hypothetical problems in a variety of organisations.

5. Learning Goal

Graduates of this degree will be: Knowledgeable in the core areas of human resource management and possess the capabilities to manage a range of functions within organisations effectively

Learning objectives to achieve this goal

On successful completion of this degree students will be able to:

- # describe the core areas of human resource management and the related management principles, theories and models
- # analyse and evaluate the key competencies needed to become a successful human resource manager including strategic management, international management, marketing and other functional disciplines
- # critically analyse human resource management's problems and apply relevant models and theories to generate effective solutions

Course Structure & Available Subjects:

The Master of Human Resource Management consists of twelve semester-length subjects. Students are to complete a total of 150 points taking the form of 12 x 12.5 point semester-long subjects comprising eight core subjects and four elective subjects.

Students may commence in either Semester 1 or Semester 2.

Subject Options:

Eight core subjects:

Subject	Study Period Commencement:	Credit Points:
325-641 Strategic HRM Planning and Evaluation	Semester 1	12.500
325-642 Managing Stakeholders	Semester 1	12.500
325-643 Managing Diversity	Semester 2	12.500
325-652 Developing Employee Competencies	Semester 2	12.500
325-653 Performance Management & Reward Systems	Semester 1	12.500
325-654 Conducting and Evaluating Research	Semester 1	12.500
325-656 Conflict and Negotiation	Semester 2	12.500
325-687 International Human Resource Management	Semester 2	12.500

Four elective subjects from:

Subject	Study Period Commencement:	Credit Points:
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	306-660 Accounting for Decision Making	Summer, Semester 1, Semester 2	12.500
	325-491 Business Fundamentals	Not offered 2009	12.500
	325-640 Marketing Management	Summer, Semester 1, Semester 2	12.500
	325-647 Leadership and Team Dynamics	Semester 1	12.500
	325-650 Contemporary Employment Systems	Semester 2	12.500
	325-664 Strategic Management	Semester 1, Semester 2	12.500
	325-677 People and Change	Semester 2	12.500
	325-688 Asian Business and Management	Semester 1	12.500
	325-695 Project Management	Semester 1, Semester 2	12.500
	<p>**It is highly recommended that students who have not undertaken previous studies in economics, commerce, business or a similar disciplines undertake 325-491 Business Fundamentals in place of one elective.</p> <p>* One elective from outside the prescribed list may be selected with the approval of the Program Director.</p>		
Entry Requirements:	<p>The minimum entry requirement is an undergraduate degree of good academic standard in an appropriate discipline or its equivalent and at least one year of documented relevant work and/ or professional experience. The Selection Committee may conduct interviews and tests and call for referee reports and employer references to elucidate any of the matters referred to above.</p> <p>Completion of the Graduate Management Admissions Test (GMAT)</p> <p>Personal Statement</p>		
Core Participation Requirements:	<p><p>For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.</p> <p>It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: http://services.unimelb.edu.au/disability</p></p>		
Graduate Attributes:	<p>On successful completion of this course students will be: Able to align people management strategies with business objectives and the external environment. Capable of identifying and responding to stakeholders' demands and of managing organisational relationships. Effective decision makers in building organisational capability through high performing people. Critical thinkers in the field of human resource management and adept in developing solutions to problems. Knowledgeable in the core areas of human resource management and possess the capabilities to manage a range of functions within those organisations effectively. Adept at critical evaluation of evidence in support of an argument or proposition Problem solvers in human resource management through the application of appropriate management theories, principles and data. Effective communicators of business and management ideas, theories and solutions to peers and the wider community. Able to synthesize ideas, theories and data in developing solutions to business and managerial problems. Ethical in their practice through a knowledge of stakeholders management processes and implementation. Adept at retrieval of relevant information from a variety of sources. Effective team members through participation in collaborative exercises.</p>		
Generic Skills:	<p>On successful completion of this course students should be able to demonstrate the following generic skills:</p> <p># Critical evaluation of evidence in support of an argument or proposition</p>		

	<ul style="list-style-type: none"> # Problem solving in human resource management through the application of appropriate management theories, principles and data # Communication of business and management ideas, theories and solutions to peers and the wider community # Ability to synthesize ideas, theories and data in developing solutions to business and managerial problems # Ethical practice through a knowledge of stakeholders management processes and implementation # Retrieval of relevant information from a variety of sources # Teamwork through collaborative exercises in class room discussion and written assessment.
<p>Notes:</p>	<p>Assessment Students must pass all twelve subjects to qualify for the Master of Human Resource Management.</p> <p>Graduate Diploma in Human Resource Management Students enrolled in any of Master of Human Resource Management who are either unable, or who choose not to continue with their students, may be eligible to exit with a Graduate Diploma in Human Resource Management. Students must have successfully completed four core subjects and four elective subjects and be in good standing to be eligible to be awarded the Graduate Diploma in Human Resource Management.</p> <p>Graduate Certificate in Human Resource Management Students enrolled in any of Master of Human Resource Management who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Graduate Certificate in Human Resource Management. Students must have successfully completed three core subjects and one elective subject and be in good standing to be eligible to be awarded the Graduate Certificate in Human Resource Management.</p>